



Diversity Recruitment Strategy



RIA CPAC

The Planning...

- Integral part of the Strategic Business Plan
 - ◇ Commitment from management
 - ◇ Assessment of attrition, workforce status & skills requirements based on future workload
 - ◇ Restructure vacancies
- Partner with EEO Office and the Unions
- Reinforce ties to community sources
 - ◇ Colleges/Community Colleges
 - ◇ Placement Offices
 - ◇ Community Diversity Groups

The Strategy...

- Student Aides
- Co-op Students (GS & WG)
- Helper-Learner
- Apprentices
- Entry Level WG (laborers)
- Federal Career Intern Program
- Maximum use of VSIP restructuring

The Actions...

- Communicate Army Hiring Process:
 - ◇ Simple, interactive “How to Apply” briefing
 - ◇ Colleges/Universities
 - ◇ High Schools
 - ◇ Veteran Groups
 - ◇ Job Service Counselor & Clients
 - ◇ Displaced Workers
- Partner with Management, Colleges, & Job Services
 - ◇ Job Fairs
 - ◇ Placement Offices: student aides/co-ops
- Continuous marketing with Management, Colleges, Unions & EEO Office

The Assessment...

- College Placement offices strong allies in the process
- Management response was positive
- Co-ops (GS & WG) matched well to jobs
- Mentoring students once on board
- Retention

The Assessment... (continued)

- Student Aides
 - ◇ High School Student Aides: not clearly defined career goals
 - ◇ College Student Aides: need to match career goals to job placement
- Worker Trainee
 - ◇ Recruitment strategies to reach targeted audience did not always achieve desired results & Union Issues
- Apprentice
 - ◇ Written test determines placement on register
- Concentrated efforts don't always guarantee you reach targeted audience

The Assessment... (Continued)

- 10 student aides hired
- 19 co-ops (WG & GS) hired
- 19 apprentices hired/ 9 to report 04 Oct
- 12 worker trainees hired
- 22 positions restructured to entry level for future hire
- Conducted 13 briefings in community on “How to Apply For Federal Employment” in FY04

The Future...

- Management excited about utilizing these programs
- Expanding to state colleges & universities
- Momentum